Dave Snowden

The Cynefin co

Open the options list in your conversation with Dave Snowden and Rob Jones

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-

Dave Snowden (He/Him)
1st degree connection· 1st
The Cynefin co

- Nov 11, 2021Rob Jones sent the following message at 1:11 AM

View Rob's profile
Rob Jones (Principle Consultant) 1:11 AM

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I've followed and admired your work for some time. We do have a common connection in Peter Jacob. Thought I'd take the chance and make the request. It would be an honor just to say hello to you.

Rob
SociologicalEcosystem.com

- Dave Snowden sent the following message at 1:12 AM

View Dave's profile
Dave Snowden (He/Him) 1:12 AM

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Pleased to connect

- Rob Jones sent the following messages at 6:18 AM

View Rob's profile
Rob Jones (Principle Consultant) 6:18 AM

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Thank you so much!

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Hello sir!

- Apr 8, 2022

View Rob's profile
Rob Jones (Principle Consultant) 12:56 AM

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So, after listening to episode one of 'when meaning loses meaning' I changed my mind about something. I was looking for a few folks to do a sanity check on a short book I've written (about 20k) words. Didn't have the nerve to ask you to read it. Then I heard your remark, "practical wisdom without theoretical knowledge will never scale, theoretical knowledge without practice will never be applied." I'd like to include your quote in the conclusion of the book (already copyrighted, but tweaking). I'm a child of the 50s-60s and still a big fan of the term 'praxis.' If you'd consider reading it, I'd be giddy with delight. If not, I'd still be fairly giddy at even getting a "no" from Dave Snowden.

Here's the abstract of the book, "A Hole in Science - Grammar of the Sociological Problem." Copyright © 2022 — Robert D. Jones — All Rights Reserved
Abstract

• The InclusiveWorks inception and conceptualization of Sociological Safety™ turned out to be a surprisingly novel idea. We’d been searching for it for a good while. The term “sociological safety” doesn’t currently exist in the social sciences as its parallel form does in psychology. More surprisingly, researching it uncovered collateral questions about sociology itself that, as it turned out, haven’t been answered, and in some cases, perhaps haven’t even been asked.
• The hypothesis began with the belief that the class “sociological problem” existed, and would satisfy the research need for the purpose of establishing Sociological Safety™ as a viable concept. The alternative hypothesis quickly took over, that the class “sociological problem” would not be found easily, if it existed at all.
• The purpose of this writing evolved as the path of the research became a winding trail through relevant literature between 1905 and 2020 in pursuit of what turned out to be a sociological unicorn. The method of investigation started with nothing more than the intent to find the definition of a “sociological problem.” It took this researcher through linguistics, nuanced definitions of the social sciences and terminologies, the literature of some of the great sociologists of the 20th century, perspectives of non-sociologists of relevant concern, and their wondering about the nature, purpose, relevance, future, and sustainability of sociology.
• The results include instantiation of the class “sociological problem”, re-instituting it as a used and useful term of art in sociology, and introduction of a new variable, Sociological Safety™.

• Opening up reconsideration of its parent context, the sociological problem, is a step toward closing a “hole in science” by first putting a name to it. Implications for sociology include the potential for meaningful sociological praxis, bridging sociological theory and praxis, and clarification of perspectives that establish a unique and novel standing of Sociological Safety™ as one discrete domain of a robust safety ecosystem.

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(It started out as a white paper, and I went a bit nuts as I explored the topic.)

- Dave Snowden sent the following message at 1:01 AM

View Dave’s profile
Dave Snowden (He/Him) 1:01 AM

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Happy to

- Rob Jones sent the following messages at 1:03 AM

View Rob’s profile
Rob Jones (Principle Consultant) 1:03 AM

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Wow. Thank you!
I hope you find some parallels to episode one.

https://inclusiveworks.medium.com/grammar-of-the-sociological-problem-2ddf26ceccf9

I'm not overly sensitive, so critique is welcome.
I'm a generalist and not a trained sociologist.

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A Hole in Science
inclusiveworks.medium.com

- **View Rob's profile**
  Rob Jones (Principle Consultant) 1:37 AM
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  I'm attempting to lay the semblance of an academic groundwork for Sociological Safety as an alternative to much of the counterproductive social engineering embedded in Diversity work. I'm aiming at shifting the American focus from a conflict-based "managing differences" to focusing on achieving a modicum of safety for folks in the workplace. That's the start of it. Then, I realized that defining "the sociological problem" will be key (or helpful at the very least) to defining and structuring solutions at social/societal levels. Thus, this little book. Curious about how it lands on trained ears across the pond.

- Apr 30, 2022

View Rob's profile
Rob Jones (Principle Consultant) 2:37 PM

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I'm getting some interesting (and gratifying) reactions to the manuscript you're perusing. So FYI: I've added this note to my profile. I'm especially looking forward to your reactions to the manuscript:

https://www.linkedin.com/pulse/grammar-hole-social-science-rob-jones(Edited)

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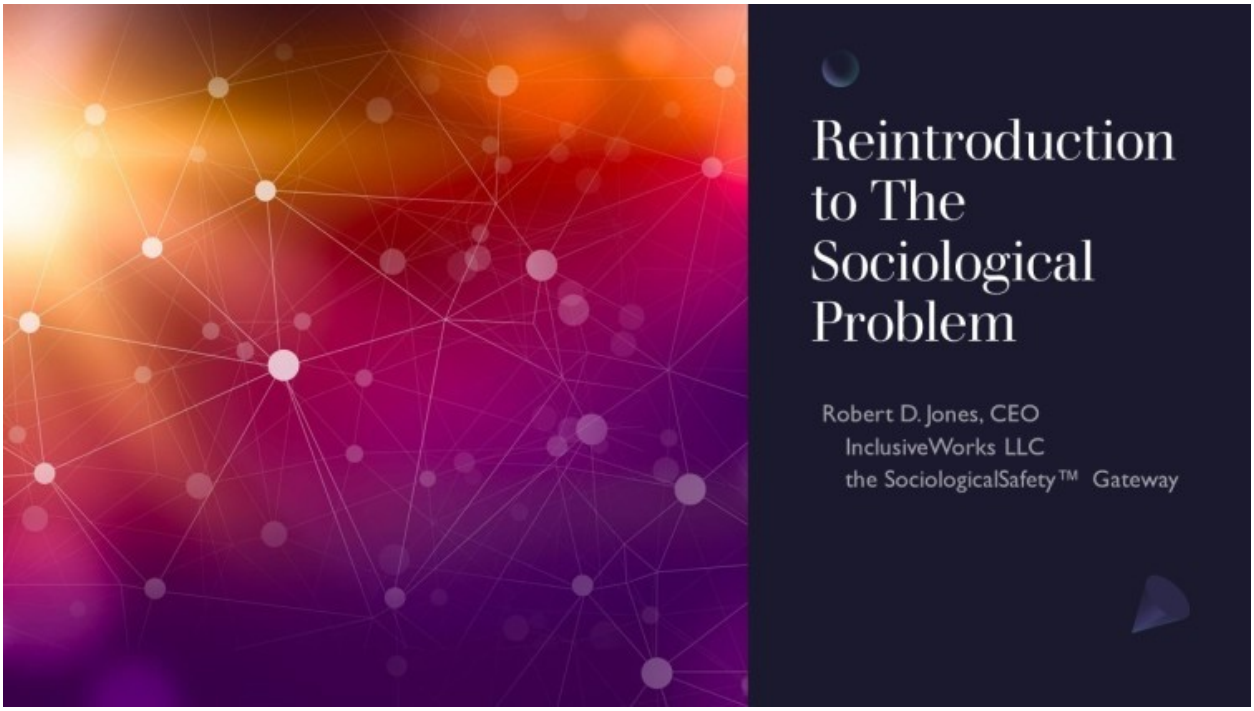

Grammar and a Hole in Social Science
Rob Jones

- May 13, 2022

View Rob’s profile
Rob Jones (Principle Consultant) 11:24 PM

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QUICK UPDATE: So...the good news is coming in the form of feedback from professional and academic circles from those who have had the time to review the manuscript. Here's the summary.

1. I'm not crazy. Well, let me qualify that. Maybe I am crazy. But not regarding "The Sociological Problem." After excited and enthusiastic reactions from several Ph.D. Sociologists, the "unicorn" is real and is indeed a missing link in the entire field of sociology.

2. "Sociological Safety" is a viable path to a better understanding of many of the problems we face as a society, and as organizational microcosms. It crystalizes social issues and creates an opportunity for a noncomplex, unified, holistic coherent approach, and a means of shifting away from a divisive approach based on "differences."

3. A sociological approach is entirely possible, one that simply doesn't exist as a professional field of endeavor at present, but could quickly ramp up, and create new markets for business, government, community, and academic solutions to an incredibly wide array of problems.

As one of the early readers, I thought you'd wanna know. It's been a slow but gratifying process. Thanks for being a "first-in" and for your support. I'm still totally open to your feedback, questions, suggestions, accusations, etc. 😁

- Jun 7, 2022

View Rob’s profile
Rob Jones (Principle Consultant) 2:24 PM

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Grammar of the Sociological Problem
A Hole in Science

Thanks for your review of this post.
It is now available on Amazon as a book of the same name.

https://www.amazon.com/Hole-Science-Sociological-Reintroduction-SafetyTM-ebook/dp/B0B3BC6NMT/

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A Hole In Science - Grammar of The Sociological Problem: Reintroduction to the Sociological Problem - Sociological Safety™ Gateway
amazon.com

- Jun 9, 2022

View Rob's profile
Rob Jones (Principle Consultant) 2:23 AM

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Of course, as one of the advance copy recipients, I'd appreciate your truthful review on Amazon and your share on LinkedIn.

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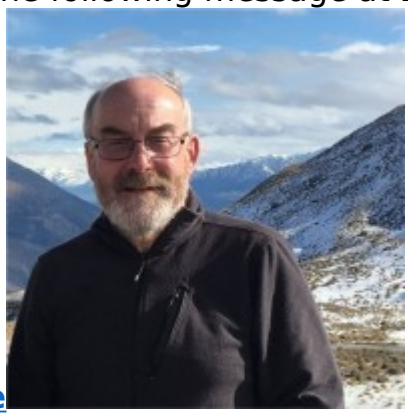
Of course, as one of the advance copy recipients, I'd appreciate your truthful review on Amazon and your share on LinkedIn.

- Dave Snowden sent the following message at 2:29 AM



View Dave's profile
Dave Snowden (He/Him) 2:29 AM

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its on the kindle - you may have to nag me

- Rob Jones sent the following message at 2:35 AM

View Rob's profile
Rob Jones (Principle Consultant) 2:35 AM

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LOL! I'm not good at that.
What platform would suit you?

- Dave Snowden sent the following message at 2:46 AM

View Dave's profile
Dave Snowden (He/Him) 2:46 AM

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here is fine

- Rob Jones sent the following messages at 2:54 AM

View Rob's profile
Rob Jones (Principle Consultant) 2:54 AM

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Would a PDF suit you?

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Would a PDF suit you?

- Dave Snowden sent the following message at 3:18 AM

View Dave's profile
Dave Snowden (He/Him) 3:18 AM

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I bought it on Kindle so no need

- Rob Jones sent the following messages at 9:03 AM

View Rob's profile
Rob Jones (Principle Consultant) 9:03 AM

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Awesome

- **View Rob's profile**
  Rob Jones (Principle Consultant) 9:05 AM
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  Thank you, Sir.
  At your leisure.

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Thank you, Sir.
At your leisure.

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Thank you, Sir.
At your leisure.

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(Sorry for the duplicates. Something's going on with my LI interface.)

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(Sorry for the duplicates. Something's going on with my LI interface.)

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(Sorry for the duplicates. Something's going on with my LI interface.)

- Jun 19, 2022

View Rob’s profile
Rob Jones (Principle Consultant) 11:39 PM

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Dave,

Happy to report that the first book review of
TheSociologicalProblem.com
went up on Amazon.
https://www.amazon.com/review/R2YC36Z1NBXHU6/ref=cm_cr_srp_d_rdp_perm?ie=UTF8
It's more than a relief, to say the least, and more generous than I expected. I do hope you'll consider reading and reviewing it. You're kinda like the Oprah Winfrey of the venue, which terrifies me a bit. But I'm 51% confident you'll find something good in there you'll find mildly useful for a truthful review.

Thanks,
Rob

- Jul 5, 2022

View Rob's profile
Rob Jones (Principle Consultant) 11:02 PM
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Dave,

Still chuckling over your 'aristotle' breakfast post.
Quick question for you. This came across my radar screen, a story about an MIT projection of societal collapse by 2040 or so. It was an odd article, in that it keeps MIT at arms length by saying the research is being treated as a 'personal project' but it's monitoring the data. Says the fundamental issue is unmanageable complexity. Wondered if you had any insights or involvement.

https://thehill.com/changing-america/sustainability/climate-change/563497-mit-predicted-society-would-collapse-by-2040/

- Jul 6, 2022Dave Snowden sent the following message at 12:20 AM

View Dave's profile
Dave Snowden (He/Him) 12:20 AM

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It's based on systems dynamics so I'm not sure of relevance

- Rob Jones sent the following message at 12:21 AM

View Rob's profile
Rob Jones (Principle Consultant) 12:21 AM

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Gotcha. Thought maybe you'd run some complexity models in parallel maybe.

- Dave Snowden sent the following message at 12:23 AM

View Dave's profile
Dave Snowden (He/Him) 12:23 AM

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I’m not a modeller

- Rob Jones sent the following messages at 12:48 AM

View Rob’s profile
Rob Jones (Principle Consultant) 12:48 AM

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Oh well. Our last hopes dashed.

- Sep 8, 2022

View Rob’s profile
Rob Jones (Principle Consultant) 1:49 PM

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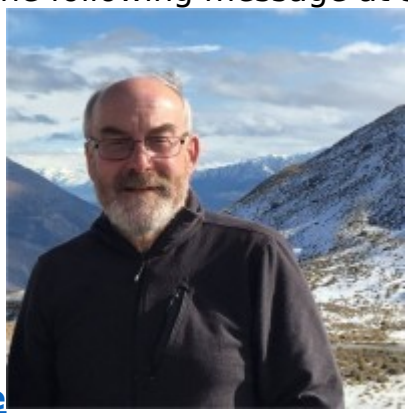
Sorry about that one...it really was a typo...

- Dave Snowden sent the following message at 3:36 PM



View Dave’s profile
Dave Snowden (He/Him) 3:36 PM

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No problem

- Rob Jones sent the following message at 3:50 PM

View Rob’s profile
Rob Jones (Principle Consultant) 3:50 PM

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However, I reserve the right to disagree with you at any point in the future. 😁

- Sep 9, 2022Dave Snowden sent the following message at 3:03 AM

View Dave’s profile
Dave Snowden (He/Him) 3:03 AM

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I've had issues with friends falling into error or even grievous sin

- Rob Jones sent the following messages at 8:19 PM

View Rob’s profile

Rob Jones (Principle Consultant) 8:19 PM

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😁

- Oct 10, 2022

View Rob's profile
Rob Jones (Principle Consultant) 1:08 AM

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Dave, after a number of years of listening to your YouTube stuff, this evening I revisited "How leaders change culture through small actions" **https://youtu.be/MsLmjoAp_Dg** in which, at time stamp marker 15:00 - 15:45, I realized you used the term "sociological problem" as a contrast to a biological problem. I'd be grateful for your definition of "sociological problem" in that context (or generally) as compared to the more common alternative "social problem." You used the phrase "a trained pattern within that society." I don't think that was your definition, but perhaps it's meaningful for your definition...if you have a definition. If your choice of phrase wasn't deliberate, that's cool, too. But it sure perked up my ears on this listen.

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Dave Snowden - How leaders change culture through small actions

Dave Snowden - How leaders change culture through small actions
youtube.com

- Dave Snowden sent the following message at 1:28 AM

View Dave's profile
Dave Snowden (He/Him) 1:28 AM

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sociology is the study of social systems, biology that of nature etc.

- Rob Jones sent the following message at 7:11 AM

View Rob's profile
Rob Jones (Principle Consultant) 7:11 AM

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Problems for which the solutions exist in their respective scientific realms. Got it. Thank you, sir.

- Dave Snowden sent the following message at 8:06 AM

View Dave's profile
Dave Snowden (He/Him) 8:06 AM

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Thanks

- Oct 18, 2022Rob Jones sent the following messages at 5:29 PM

View Rob’s profile
Rob Jones (Principle Consultant) 5:29 PM

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That sounds a bit like an approach I’ve centered on (since the 90s) using “situational” as one of theee contextual lenses that Lewin and others have identified, the other two being “individual” and “relational” in nonlinear configuration.

- Nov 1, 2022

View Rob’s profile
Rob Jones (Principle Consultant) 4:02 PM

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Great session. Much food for thought.
I generated a lot of mental background noise throughout.
One point on which I have a totally different experience base was your thought that "...the Bible offers no solutions."

It provides pointed solutions, just not ones most folks care to live with.
It's all in the way we read/study it.

Otherwise, the discussion was validating. Looking forward to the next.

- Nov 2, 2022Dave Snowden sent the following message at 5:15 AM

View Dave's profile
Dave Snowden (He/Him) 5:15 AM

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Disagree it asks questions that lead you in a direction - or at least the NT does

- Rob Jones sent the following message at 9:16 AM

View Rob's profile
Rob Jones (Principle Consultant) 9:16 AM

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Well, yes, it does that, too.
Along with metaphors, analogies, historical examples, teaching tools.
But they are accompanied by clear and often quite specific instruction, declaratives, direction, etc.
Ah...when you said "no solutions," I'm wondering, solutions to what?
Was there something specific? Or do you mean generally no solution to mankind's problems?

- Dave Snowden sent the following message at 10:00 AM

View Dave's profile
Dave Snowden (He/Him) 10:00 AM

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well the Good Samaraitan asks questions, so does the fatted calf etc etc

- Rob Jones sent the following message at 10:07 AM

View Rob's profile
Rob Jones (Principle Consultant) 10:07 AM

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Sure. Yes indeed. Good Samaritan was an object lesson, an instructional "video" to his audience in context. The Prodigal Son lesson was, as well. There are embedded moral and ethical principles and behavioral guidelines tied to an overarching premise and promise. Jesus was particularly good at such illustrations. Both stories ended with examples of solutions to problems of that day. (Problems that still exist...)

- Dave Snowden sent the following message at 10:13 AM

View Dave's profile
Dave Snowden (He/Him) 10:13 AM

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the solutions that emerged were still ambigious

- Rob Jones sent the following messages at 10:36 AM

View Rob's profile
Rob Jones (Principle Consultant) 10:36 AM

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Well, if by ambiguity you mean both stories had happy endings but varied messages. Neither of them was intended to be, "and they lived happily ever after" in nature. There are broad and narrow implications in them, especially around whom the characters represented and what the actions represented--and how the intended audience would understand the story. So, yeah, the useful implications of each have entitative (from parents to neighbors to kings) imagery and messages. The highest level context, however, was a Protagonist offering some good advice to antagonists. (Luke 15:2; Luke 10:25, 29) More broadly, it was in that manner that Jesus often addressed the nation as a failed state and, importantly, a longitudinal test & control group study that unambiguously demonstrated quite specific correlation and causation. The antagonists understood well, and they killed him. 😉

- **View Rob's profile**
  Rob Jones (Principle Consultant) 10:37 AM
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  (Maybe stated more accurately, they had him put to death by the Romans.)

- **View Rob's profile**
  Rob Jones (Principle Consultant) 11:11 AM
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  So, I guess my point here is, how ambiguous could those stories have been if they drove the leadership to want him dead? Worth considering, maybe.

- **View Rob's profile**
  Rob Jones (Principle Consultant) 11:30 AM
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  Darmok

- **View Rob's profile**

Rob Jones (Principle Consultant) 6:12 PM

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Didn’t tag you on this, but wondered how you’d respond.

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https://www.linkedin.com/feed/update/urn:li:ugcPost:6993226082178998272?commentUrn=urn%3Ali%3Acomment%3A%28ugcPost%3A6993226082178998272%2C6993380624279470080%29

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World Economic ForumWorld Economic Forum5,546,742 followers5,546,742 followers3yr • 3 years ago • Visible to anyone on or off LinkedIn

Could drones be a solution for the world’s landmine problem?

Learn more about drone capability: **http://ow.ly/RTO250LqQvN**

Chegg Inc.
…more

- **View Rob’s profile**

Rob Jones (Principle Consultant) 6:15 PM

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Is that…
A) Creativity

B) Innovation
C) Emergence
D) All of the above ?

- Dave Snowden sent the following message at 6:43 PM

View Dave's profile
Dave Snowden (He/Him) 6:43 PM

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Ingenuity

- Rob Jones sent the following messages at 6:44 PM

View Rob's profile
Rob Jones (Principle Consultant) 6:44 PM

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Definitely

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Inventiveness came to mind. A few other synonyms.

- **View Rob’s profile**
  Rob Jones (Principle Consultant) 6:45 PM
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  I’ve been having real trouble following the discussions on the differences.

- Apr 26, 2023

  View Rob’s profile
  Rob Jones (Principle Consultant) 12:04 PM
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  Dave, please send links/info here or to:
  email: **robDjones@gmail.com**

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  Thank you!

- Jul 4, 2023Dave Snowden sent the following message at 1:34 AM

View Dave's profile
Dave Snowden (He/Him) 1:34 AM

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Giving the betacodex pair of blusterers any credibility is, in my view, an error.

- Rob Jones sent the following messages at 8:27 AM

View Rob's profile
Rob Jones (Principle Consultant) 8:27 AM

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Who?

- **View Rob's profile**
  Rob Jones (Principle Consultant) 8:29 AM
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Grant & Sinek?

- **View Rob's profile**
  Rob Jones (Principle Consultant) 8:31 AM
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  Or Rijon?

- **View Rob's profile**
  Rob Jones (Principle Consultant) 8:44 AM
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  Well, no matter.
  Either way, I appreciate the heads up.

- Dave Snowden sent the following message at 8:47 AM

  View Dave's profile
  Dave Snowden (He/Him) 8:47 AM
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  Rijon. He is Neil's go to person in the US very similar style

- Rob Jones sent the following message at 9:37 AM

View Rob's profile
Rob Jones (Principle Consultant) 9:37 AM

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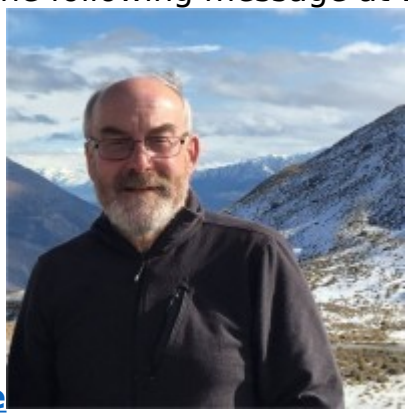
I've spent some time with Rijon over Zoom.
He is a bit of an odd bird.
I don't know of Neil or betacodex at all.
I'll check it out.
More importantly, thank you again for your concern.
I'm guessing you wouldn't have extended that if you didn't care about me.

- Dave Snowden sent the following message at 10:09 AM



View Dave's profile
Dave Snowden (He/Him) 10:09 AM

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I do which is why I made you aware. There are loosely coupled if at all with the truth …

- Rob Jones sent the following message at 10:11 AM

View Rob's profile
Rob Jones (Principle Consultant) 10:11 AM

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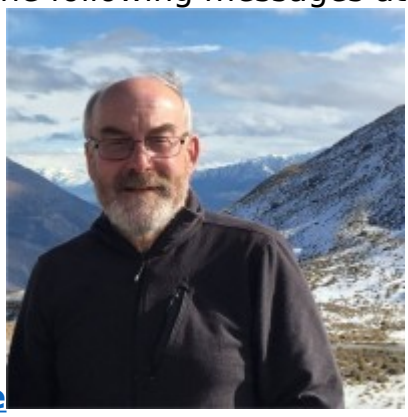
Can I call you "Uncle Dave" now? (Though I know you're not Dutch.) 😄

- Dave Snowden sent the following messages at 10:36 AM



View Dave's profile
Dave Snowden (He/Him) 10:36 AM

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:-)

- Aug 7, 2023

View Dave's profile
Dave Snowden (He/Him) 11:58 AM

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OK you understand American culture better than I do. What is it with Farzin and did I do anything wrong?

- Rob Jones sent the following message at 12:00 PM

View Rob’s profile
Rob Jones (Principle Consultant) 12:00 PM

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I'm literally laughing out loud, Dave. The short answer is no. The longer answer is nope.

- Dave Snowden sent the following messages at 12:01 PM

View Dave’s profile
Dave Snowden (He/Him) 12:01 PM

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OK thanks for that - I was doing my best to be sensitive and I think he may have realised he was just reacting to a headline but didn't want to admit it.

- View Dave’s profile

Dave Snowden (He/Him) 12:05 PM

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I have just bought Elizabeth Leiba's book on Kindle mind you. I'm more curious about her reaction than Farzin's

- Rob Jones sent the following message at 12:19 PM

View Rob's profile

Rob Jones (Principle Consultant) 12:19 PM

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It's deeper than that. Farzin won't likely return to that thread because I'm in it. Nothing to do with you, probably.

He's been on the radical anti-colonial jag for years. Pre-COVID, I called him out on his lack of knowledge of history, and the myopic view of colonialism in particular. Schooled him on "Discovery." and to his credit, it changed his approach. (He seems a good guy.) But Catholicism took its cues on how to exploit sub-Saharan Africa from the Arab-Muslim world. European colonialism's Trans-Atlantic African Slave Trade was neither an original idea nor the biggest spate of African slavery in history.

The Arab Trans-Saharan African Slave Trade (a.k.a., Arab-Muslim Slave Trade) is a nasty business, and a little secret Farzin avoids like the plague (605-2007 c.e.).

It has taken more Africans (mostly women, so I've read) from southeast Africa than the entire history of the Trans-Atlantic Slave Trade. I've seen estimates of over 17 Million in total--estimated because of a high rate of caravans lost in the desert and lack of consistent manifests. It's actually still going on (though expanded to non-Africans, including white women). It wasn't made illegal in totality until the last holdout in 2007 (Mauritania). Its continuing damage to African nations is a matter before the U.N.

I've hinted to Farzin more than once that (as an Arab-Persian, I

suspect) he needs to come clean on that, but it doesn't serve his narrative. And it won't serve him particularly well in Nicole's thread. I'm betting he got the message from my "cast the first stone" comment.

Or, maybe he's just on holiday over a long weekend. :-)

- Dave Snowden sent the following messages at 12:22 PM

View Dave’s profile
Dave Snowden (He/Him) 12:22 PM

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I held back from the Arab engagement in the slave trade but it was in my mind when I asked the question - but now I understand the violence of his reaction

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2007 - God I didn't know that

- **View Dave’s profile**
Dave Snowden (He/Him) 12:24 PM

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Is there anything I can read on that
(and I must go to bed its 0230 here in Melbourne but I wasn't going to let him go unanswered)

- Rob Jones sent the following messages at 12:33 PM

View Rob’s profile
Rob Jones (Principle Consultant) 12:33 PM

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I'll send you a few things from my archive.

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Sleep well.

- Dave Snowden sent the following message at 12:40 PM

View Dave’s profile
Dave Snowden (He/Him) 12:40 PM

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- Rob Jones sent the following messages at 12:41 PM

View Rob’s profile
Rob Jones (Principle Consultant) 12:41 PM

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Africas harrowing tale of its first slavers – The Arabs.pdf
2 MB
Download

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search "mauritania"

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First few paragraphs...search "mauritania"

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Arab-Muslim Slave Trade - Lifting the Taboo 26500685.pdf
678 KB
Download

- **View Rob’s profile**
Rob Jones (Principle Consultant) 12:45 PM

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Trans-Saharan and Western Sudanese Trade - Social Relations in the - An Overview 178139.pdf

3 MB
Download

- Dave Snowden sent the following messages at 12:47 PM

View Dave's profile
Dave Snowden (He/Him) 12:47 PM

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Thanks

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Will download in the morning

- Rob Jones sent the following messages at 12:49 PM

View Rob's profile
Rob Jones (Principle Consultant) 12:49 PM

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At your leisure. No quiz on Friday.

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Slavery in French Mauritania - Wikipedia.pdf
485 KB

Download

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Sub-saharan Arab Slave Trade.pdf
2 MB
Download

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That should hold you.

- **View Rob's profile**
  Rob Jones (Principle Consultant) 12:53 PM
  -
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Faulkner was right as rain. "The past is never dead. It's not even past."

- **View Rob's profile**
  Rob Jones (Principle Consultant) 12:54 PM
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https://www.brookings.edu/articles/how-the-france-backed-african-cfa-franc-works-as-an-enabler-and-barrier-to-development/

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How the France-backed African CFA franc works as an enabler and barrier to development
brookings.edu

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It's complicated.
But not complex.

- **View Rob's profile**
  Rob Jones (Principle Consultant) 1:11 PM
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One more...

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TransSaharan Slave Trade _ History of World Civilization II _ _ Course Hero.pdf
635 KB
Download

- Dave Snowden sent the following message at 7:26 PM

View Dave's profile
Dave Snowden (He/Him) 7:26 PM

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Useful stuff - Oh and Farzin has now blocked me, ironic given the accusations of fragility. Peace shall now reign

- Rob Jones sent the following messages at 7:32 PM

View Rob's profile
Rob Jones (Principle Consultant) 7:32 PM

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You're kidding!!!

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😂

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Wait...

- **View Rob's profile**
  Rob Jones (Principle Consultant) 7:36 PM
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  He blocked me too!!!!
  😂

- **View Rob's profile**
  Rob Jones (Principle Consultant) 7:42 PM
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  Well, inductive, abductive, or deductive, I guess that sort of bears out what I explained.

- **View Rob's profile**
  Rob Jones (Principle Consultant) 7:54 PM
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  I wonder if he ghosted Nicola.

- Dave Snowden sent the following message at 8:03 PM

View Dave's profile
Dave Snowden (He/Him) 8:03 PM

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Well there you go
I suspect the arab-persian thing is triggering this and he wants to rant without either of us commenting

- Rob Jones sent the following message at 8:12 PM

View Rob's profile
Rob Jones (Principle Consultant) 8:12 PM

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I'll check with Nicola…

- Dave Snowden sent the following message at 8:13 PM

View Dave's profile

Dave Snowden (He/Him) 8:13 PM

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I've already asked :-). And also if she did change the post

- Rob Jones sent the following messages at 8:16 PM

View Rob's profile
Rob Jones (Principle Consultant) 8:16 PM

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Since he blocked us, his entire subthread won't be visible to us, nor our comments to him.

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But Nicola and others should still see it all.

- Dave Snowden sent the following messages at 8:17 PM

View Dave's profile
Dave Snowden (He/Him) 8:17 PM

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Yep - but he has screen shotted them all so I suspect they will get published in his echo chamber

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shotted not slotted

- Rob Jones sent the following message at 8:19 PM

View Rob's profile
Rob Jones (Principle Consultant) 8:19 PM

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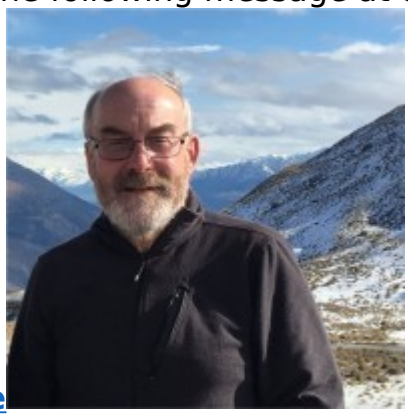
That would be a big gamble for him.

- Dave Snowden sent the following message at 8:21 PM



View Dave's profile
Dave Snowden (He/Him) 8:21 PM

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Trying to decide if I should get someone to monitor - but from what I saw he has a fan club who couldn't care less about the facts. Elizabeth Leiba surprised me there

- Rob Jones sent the following message at 8:21 PM

View Rob’s profile
Rob Jones (Principle Consultant) 8:21 PM

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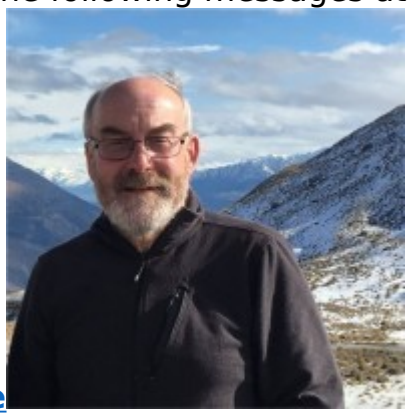
I didn’t see her comments.

- Dave Snowden sent the following messages at 8:21 PM

View Dave’s profile 
Dave Snowden (He/Him) 8:21 PM

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Not that I know anything of her

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If anything a more extreme set of comments that himself. Nasty, patronising and indifferent to any argument

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I didn't keep a copy although I could get someone to capture them but not sure its worth it.

- Rob Jones sent the following message at 8:23 PM

View Rob's profile
Rob Jones (Principle Consultant) 8:23 PM

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It is. Do it if you can.

- Dave Snowden sent the following messages at 8:24 PM

View Dave's profile
Dave Snowden (He/Him) 8:24 PM

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It was a 'you are white, you are colonialist, you are a juvenile etc. etc. No engagement at all with the issue all ad hominem

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Why important?

- Rob Jones sent the following messages at 8:25 PM

View Rob's profile
Rob Jones (Principle Consultant) 8:25 PM

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That is surprising.

- **View Rob's profile**
  Rob Jones (Principle Consultant) 8:28 PM
  - o
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  She and I are connected.
  She hasn't blocked me—yet.

- Dave Snowden sent the following messages at 8:29 PM

View Dave's profile
Dave Snowden (He/Him) 8:29 PM

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Exactly - and it was pretty nasty. A couple of other white males filed in as well. One other Afro-American was more reasonable when I pointed out most Black managed consultancies in South Africa have De Beer

Companies as references on their web site soi Nicola couldn't be condemned for that

- **View Dave’s profile**
  Dave Snowden (He/Him) 8:30 PM
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  She hasn't blocked me either but little point in me contacting her - at least not until I have read her book which I plan to later

- Rob Jones sent the following message at 8:36 PM

  View Rob’s profile
  Rob Jones (Principle Consultant) 8:36 PM
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  I didn’t buy/read it, but referred it to my daughters.

- Dave Snowden sent the following messages at 8:41 PM

View Dave's profile
Dave Snowden (He/Him) 8:41 PM

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Will tell you what I think later but a quick skim says its a useful contribution so my surprise is if anything greater - you would have thought she would see through someone like Farsid

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Farzin sorry - dyslexia showing

- Rob Jones sent the following message at 8:45 PM

View Rob's profile
Rob Jones (Principle Consultant) 8:45 PM

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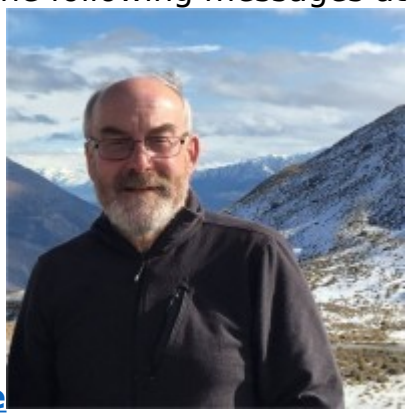
Let's treat this as an opportunity. The biggest reason for the Safety Ecosystem frame (Sociological Safety as a component) is that the diversity paradigm is all but dead at this point. It's been coming for a long time. The sheer irrationality of Farzin being an advocate for anti-colonialism had me shaking my head from our first path crossing, and it's evidence of some desperation for a better framing of the problem.

- Dave Snowden sent the following messages at 8:46 PM

  View Dave's profile
  Dave Snowden (He/Him) 8:46 PM
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  So what do you want to do? Always open to opportunities

- **View Dave's profile**
  Dave Snowden (He/Him) 8:47 PM
    -
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  I must admit that being lectured by people with highly privileged US educational backgrounds claiming to be in the same camp as indigenous people in Australia and South Africa who they have never met and never worked with or for does irritate me at times but I've learnt to live with it

- Rob Jones sent the following message at 9:04 PM

View Rob's profile
Rob Jones (Principle Consultant) 9:04 PM

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Let's think about it. Warren Black's risk stuff, Nora's stuff, Dan Schmachtenberger's meta crisis/conciliation stuff, Daniel Christian Wahl's regenerative stuff, Nate Hagen's ramblings, Iain's creativity/innovation stuff…others, like the Australian professor Nicola is tied into (before I disconnected from him).

There are common themes in all of it, but it's not coalescing, it's background noise to me. and it all leaves me with a low grade irritation that isn't cultivating any pearls. I'm a Weick complexity fan, and a fan of Prof Andrew Hopkins (sociologist and safety guru), and the two of them overlap on safety, and all the other stuff feels peripheral to me. With this Farzin development, I need to take a day to soak it in. Lemme see what percolates.

- Dave Snowden sent the following message at 9:10 PM

View Dave's profile
Dave Snowden (He/Him) 9:10 PM

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With you, happy to talk more. We are about to make an announcement for indigenous day by the way

- Rob Jones sent the following message at 9:10 PM

View Rob’s profile
Rob Jones (Principle Consultant) 9:10 PM

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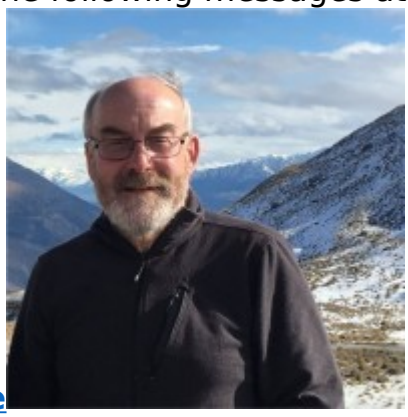
Enjoy your tour. Don’t let this distract you. I’ve been in a love-hate relationship with the HR/D&I community since the early 90s. So this is no great shakes. Don’t sweat it.

- Dave Snowden sent the following messages at 9:11 PM



View Dave’s profile
Dave Snowden (He/Him) 9:11 PM

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I'm pretty relaxed and was amused that I was being called fragile :-). I think the word for that is 'projection'

- Aug 8, 2023

View Dave’s profile
Dave Snowden (He/Him) 1:58 AM

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Nicola confirms he has not deleted the comments

- **View Dave’s profile**
  Dave Snowden (He/Him) 3:27 AM
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  Nicola now also blocked
  So he is either trying to save face, or plans to use the material in what he called an 'escalation' where no one can respond

- Rob Jones sent the following messages at 10:01 AM

View Rob’s profile
Rob Jones (Principle Consultant) 10:01 AM

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    Cowardly.

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    I overestimated him.

- **View Rob’s profile**
  Rob Jones (Principle Consultant) 10:03 AM
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    I think Nicola can delete his thread.

- Dave Snowden sent the following message at 10:27 AM

    View Dave’s profile
    Dave Snowden (He/Him) 10:27 AM
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    She can’t see it. I have someone monitoring him

- Rob Jones sent the following message at 11:56 AM

View Rob's profile
Rob Jones (Principle Consultant) 11:56 AM

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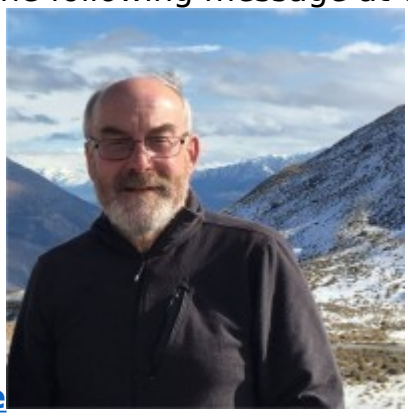
Cool. I guess the block is 100% reciprocal.

- Dave Snowden sent the following message at 6:46 PM



View Dave's profile
Dave Snowden (He/Him) 6:46 PM

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As I understand it he haws blocked us, so neither party can see anything, but unless we block him in return he could unblock us

- Aug 9, 2023Rob Jones sent the following messages at 1:51 AM

View Rob's profile
Rob Jones (Principle Consultant) 1:51 AM

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We can't block him unless we can see his profile, which isn't possible. But yes, can unblock us.

- **View Rob's profile**
  Rob Jones (Principle Consultant) 2:13 AM
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  I've already forgotten about it.

- Aug 11, 2023

  View Rob's profile
  Rob Jones (Principle Consultant) 5:48 AM
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  When will you return home?

- Dave Snowden sent the following message at 5:49 AM

  View Dave's profile
  Dave Snowden (He/Him) 5:49 AM
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  mid September - week at home then its Panama and Brazil

- Rob Jones sent the following messages at 5:50 AM

View Rob’s profile
Rob Jones (Principle Consultant) 5:50 AM

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Nice

- **View Rob’s profile**
  Rob Jones (Principle Consultant) 5:53 AM
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  Then I'll share a few ideas with you as you wander about. Elizabeth Leiba hasn't blocked me, by the way.

- Dave Snowden sent the following messages at 5:56 AM

View Dave’s profile
Dave Snowden (He/Him) 5:56 AM

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nor me - she just said any view I held was irrelevant

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playing with some interesting ideas around ideation mapping below the normal levels of diversity measurement

- Rob Jones sent the following messages at 6:03 AM

View Rob's profile
Rob Jones (Principle Consultant) 6:03 AM

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Well, she's technically right. But, that's an equal opportunity reality. No one's views are relevant, merely situationally aligned with reality at a given moment.

You familiar with Rolv Blakar?

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i.e., his work.

- Dave Snowden sent the following message at 6:08 AM

View Dave's profile
Dave Snowden (He/Him) 6:08 AM

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Well if I ever attack someone without checking my facts or being prepared to listen to their response I hope someone takes me to task I heard his name in Virgina in connection with substance abuse I think but I'm not sure

- Rob Jones sent the following message at 6:14 AM

View Rob's profile
Rob Jones (Principle Consultant) 6:14 AM

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Norweigan Professor, University of Oslo, Prolific. I found his work on communication intriguing. Used it in some applied research on "Diversity" in the early 90s when working for an F-500 energy company implementing a D&I program.

https://www.sv.uio.no/psi/english/people/academic/rmb/

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Rolv Mikkel Blakar - Department of Psychology
sv.uio.no

- Dave Snowden sent the following message at 6:15 AM

View Dave’s profile
Dave Snowden (He/Him) 6:15 AM

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will take a look

- Rob Jones sent the following messages at 6:28 AM

View Rob’s profile
Rob Jones (Principle Consultant) 6:28 AM

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The short of it is that his work in communication theory was pivotal to my understanding of the fundamental error in "Diversity" as a way of framing relations. As a result, the "mapping below the normal levels of diversity measurement" is roughly what I went after 30 years ago. Blakar used a framing of "normals" and "non-normals" that equates roughly to "diversity" framing. He centered an experiment on schizophrenia as the focus of his analysis of the social efficacy of communication. I found his framing enlightening when applying it to the analysis of metrics "below" diversity, though I wouldn't exactly refer to it quite that way.

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And yes, he did research work in alcohol and substance abuse as well.

- **View Rob’s profile**
  Rob Jones (Principle Consultant) 9:21 AM
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  Impact 02 - Problem and Literature.pdf
  4 MB
  Download
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  Save you some time, maybe.

- **View Rob’s profile**
  Rob Jones (Principle Consultant) 9:40 AM
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  There's a high-profile opening for a market substitute for Diversity intervention, mostly due to conservative mobbing against it. The opening has been there, but there was no urgency to seize upon it because of the liberal comfort zone up to and through the Obama administration. Trump pretty much ended that. I haven't had some consulting successes, but not the market chachet to capitalize on them. Still banging away at it, and have some international attention in that field. But it's not enough.

- **View Rob's profile**
  Rob Jones (Principle Consultant) 9:45 AM
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  Sorry...I have had some consulting successes, but..."

- Aug 12, 2023

  View Rob's profile
  Rob Jones (Principle Consultant) 2:26 PM
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  This is one thing of many Mauritania is worried about as it works carefully to extract itself from France.:

  https://en.wikipedia.org/wiki/Op%C3%A9ration_Persil?wprov=sfti1

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  Operation Persil - Wikipedia
  en.wikipedia.org

- Dave Snowden sent the following message at 2:36 PM

View Dave's profile
Dave Snowden (He/Him) 2:36 PM

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Let's have a chat. I have some Ideas

- Rob Jones sent the following messages at 2:41 PM

View Rob's profile
Rob Jones (Principle Consultant) 2:41 PM

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Sounds good, Dave

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- **View Rob's profile**
Rob Jones (Principle Consultant) 3:07 PM

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HTTPS://Calendly.com/IngoodCompany

- **View Rob’s profile**
  Rob Jones (Principle Consultant) 3:09 PM
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  1-412-860-8500 mobile
  1-422-247-0000 office
  Rob.D.Jones@gmail.com (dots optional)
  Time Zone NYC EST
  Pittsburgh Steelers Time

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  Zoom or MS Teams

- Aug 25, 2023

  View Rob’s profile
  Rob Jones (Principle Consultant) 9:45 AM
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  DC is a stone's throw from Pittsburgh, even in November. If it's early enough in the month, I could attend your session. Who can I contact?

- Sep 13, 2023

View Rob's profile
Rob Jones (Principle Consultant) 10:08 PM

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Full text **hashtag#openaccess** - **https://lnkd.in/dNFKxR-V**

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LinkedIn
lnkd.in
This link will take you to a page that's not on LinkedIn

- Oct 16, 2023Dave Snowden sent the following message at 7:02 AM

View Dave's profile
Dave Snowden (He/Him) 7:02 AM

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Richard Clayton just asked me if I knew why you had blocked him so I said I would ask

- Rob Jones sent the following messages at 7:36 AM

View Rob's profile
Rob Jones (Principle Consultant) 7:36 AM

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Wow. That was quite some time ago. Pre-COVID, at least. Honestly, I'm feeling a bit honored that he even noticed, and even more so that he'd dispatch an emissary of your stature. Because it's you, I'm sorely tempted to respond. But I don't do kiss&tell—even if I didn't like the kiss. I respect Dr. Claydon, admired what he was doing, and wish him well.

- **View Rob's profile**
  Rob Jones (Principle Consultant) 7:40 AM
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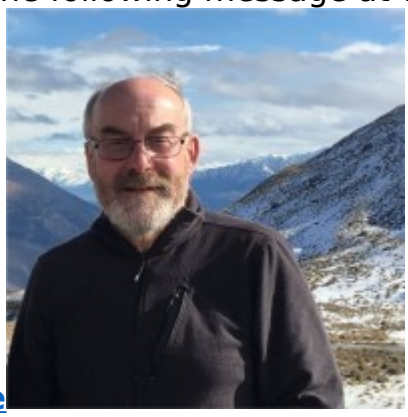
  Hey…are you still coming to DC in November?

- Dave Snowden sent the following message at 7:42 AM



View Dave's profile
Dave Snowden (He/Him) 7:42 AM

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Yes I am

- Rob Jones sent the following message at 7:43 AM

View Rob's profile
Rob Jones (Principle Consultant) 7:43 AM

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How does one get your permission to be a fly on the wall in your sessions?

- Dave Snowden sent the following message at 7:43 AM

View Dave's profile
Dave Snowden (He/Him) 7:43 AM

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And he enjoyed exchanges - with you

- Rob Jones sent the following messages at 7:44 AM

View Rob's profile
Rob Jones (Principle Consultant) 7:44 AM

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Yeah…we had some great exchanges.

- **View Rob’s profile**
  Rob Jones (Principle Consultant) 7:48 AM
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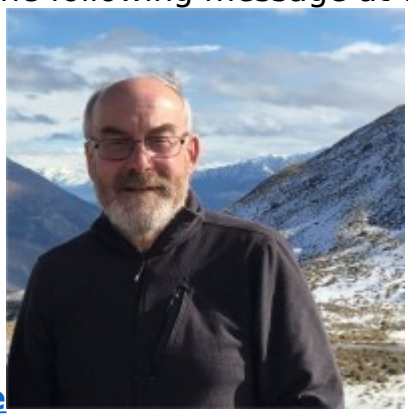
  He’s quite the intellect.

- Dave Snowden sent the following message at 7:55 AM

  
  View Dave’s profile
  Dave Snowden (He/Him) 7:55 AM
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  Not sure I would go that far but he seems to be getting better - I ignored him for some time but no longer and have had a couple of useful exchanges

- Rob Jones sent the following messages at 8:07 AM

  View Rob’s profile
  Rob Jones (Principle Consultant) 8:07 AM
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😂

- Mar 8, 2024

View Rob's profile
Rob Jones (Principle Consultant) 1:58 PM

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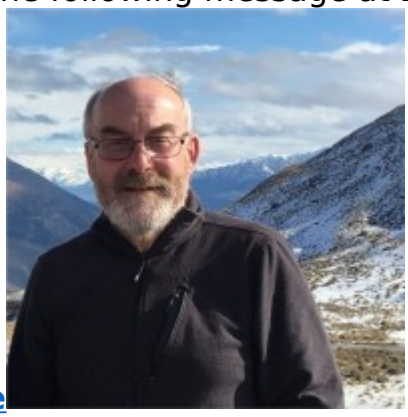
I'm quite curious about your take on McGilchrist. I heard your comment in OODA Loopers 6 that at some point your left brain was 70% compressed, and I assumed that was a literal physiological issue. My take on McGilcrist's work is that since most of his hypotheses are based on observed manifestations post-injury, his inferences about healthy brain function are L-R causal, which may be a non seqitur.

- Dave Snowden sent the following message at 2:07 PM



View Dave's profile
Dave Snowden (He/Him) 2:07 PM

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Brain bleed

- Rob Jones sent the following messages at 2:10 PM

View Rob's profile

Rob Jones (Principle Consultant) 2:10 PM

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Yeah. Makes sense. Glad you got past that. Try not to do that again.

- Oct 9, 2024

View Rob's profile
Rob Jones (Principle Consultant) 8:22 PM

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Hey Dave, I gotta tell you, Indomt know if I took it the right way or not, but your "amusement" comment to Paidi made me laugh out loud.

I've literally spent hours mulling over what Ed Morrisey was getting at, and I told him as much the night before I commented publically, but I think I failed. (Edited)

- Dave Snowden sent the following message at 8:43 PM

View Dave's profile
Dave Snowden (He/Him) 8:43 PM

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Ed is full on click baiting at the moment. Is he trying to sell out?

Paidi is seeking to be a legend in his own life time and no point in giving him any oxygen

- Rob Jones sent the following message at 9:22 PM

View Rob's profile
Rob Jones (Principle Consultant) 9:22 PM

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Dunno Ed's underlying agenda. He's been quite good about inviting me in for a look behind the curtain at his works. I've sat in on a few of his open sessions and couldn't grasp exactly what happened. But it wasn't as advertised. He's got a website that appears to be content rich, and I haven't explored it at depth. It's like a big video blog.

I haven't revisited the inside of Paidi's mind since he released that Edge Theory video. I have a Canadian buddy who may be Paidi's intellectual lost twin. It is somewhat amusing in small doses. But I was exhausted after trying to track his thought process. Promised myself not to try it again. Ed Morrison's Post just took me back there, but I didn't expect that from him. Maybe he is trying to sell. He made a big sweat equity investment in IP and time putting it all together.

- Oct 10, 2024Dave Snowden sent the following message at 12:25 AM

View Dave's profile
Dave Snowden (He/Him) 12:25 AM

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My experience with Paidi was that he absolutely refused to say how he did anything, it was all magic - engage and be transformed. Polemic is fine but you need some substance behind it.

Ed is a true believer in his creation but it’s all ST based and a decade or so too late

- Rob Jones sent the following messages at 1:18 AM

View Rob’s profile
Rob Jones (Principle Consultant) 1:18 AM

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ST? Sensitivity Training?

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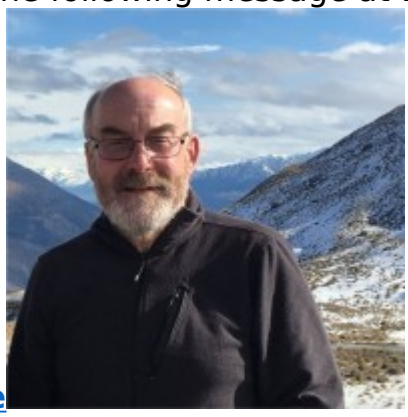
Strategic Toodling?

- Dave Snowden sent the following message at 1:20 AM



View Dave’s profile
Dave Snowden (He/Him) 1:20 AM

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Systems thinking

- Rob Jones sent the following messages at 1:20 AM

  View Rob’s profile
  Rob Jones (Principle Consultant) 1:20 AM
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  Oh.

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  Yeah, I can sort of see that.

- Dec 21, 2024Dave Snowden sent the following messages at 1:52 PM

  View Dave’s profile
  Dave Snowden (He/Him) 1:52 PM
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  Click or press enter to display in the image preview
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  I suspect I am blocked by someone in this conversation as I can’t see it

- Rob Jones sent the following message at 1:54 PM

  View Rob's profile
  Rob Jones (Principle Consultant) 1:54 PM
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  James Pomeroy. I'll send you a copy.

- Dave Snowden sent the following message at 1:55 PM

  View Dave's profile
  Dave Snowden (He/Him) 1:55 PM
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- Rob Jones sent the following message at 1:55 PM

  View Rob's profile
  Rob Jones (Principle Consultant) 1:55 PM
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  - o

  He read one of my recent comments, and it inspired him, I think.

James PomeroyJames Pomeroy
• 1st • 1st
Director I Global Health and Safety LeaderDirector I Global Health and Safety Leader
55m • 55 minutes ago

As one year ends and another begins, it seems apt to consider a metaphor that prompts some deep reflection: **Drop the Tools**.

One of the reasons that I enjoy studying metaphor is that they prompt us to reflect, enabling and encouraging us think differently about a topic. The best metaphor also work on multiple levels. The sociologist Karl Weick's famous **Drop the Tools** metaphor is a wonderful example of this.

Drop the Tools prompts us to consider if the knowledge, tools and expertise that we value and has become part of our identity could actually hinder us. Taken from the story of the 1949 Mann Gulch tragedy, one of the most famous studies of a disaster, the metaphor demonstrates the power of great storytelling to prompt reflection. And what better time for reflection that than the end of one year and the breaking dawn of another?

What can we learn from a disaster 75 years ago, quite a lot I think. **Drop the Tools** encourages us to consider:
▶ How our existing knowledge and heavy tools could inhibit us?
▶ How our way of viewing things can become so fixed that they come to limit our understanding and constrain future decision-making.
▶ How the expertise and learnings we invested in and view as central to identity, paralyze us and prevent us addressing future challenges and new opportunities.

As you reflect on the year past, what tools have you dropped? And as you consider the year ahead, do you plan to drop some existing tools and pick-up some new ones?

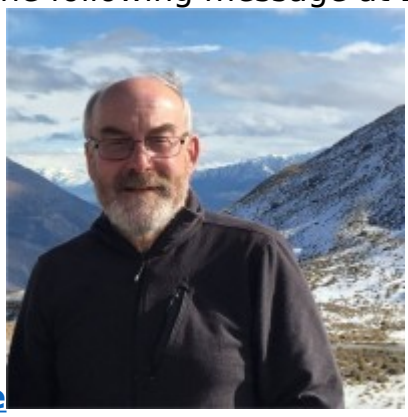
Anyway, enough ramblings, I hope you find my final article of 2024 useful and it prompts thought. I equally hope that continuing to share my study notes is useful to others. As ever, I would welcome your reflections.

PS– one of the other reasons that I like the metaphor is that it demonstrates that, as a topic, safety does not have to be boring. Through good storytelling, safety can made to be interesting. The topic also demonstrates how safety can also be a proxy to consider big

issues. Anyway, stepping off my soapbox now…

hashtag**hashtag#culture** hashtag**hashtag#leadership**
hashtag**hashtag#organizationalculture**
hashtag**hashtag#workplaceculture** hashtag**hashtag#compliance**
hashtag**hashtag#legalcompliance** hashtag**hashtag#WorkplaceSafety**
hashtag**hashtag#accident** hashtag**hashtag#EHS**
hashtag**hashtag#healthandsaftey** hashtag**hashtag#QHES**
hashtag**hashtag#riskmanagement** hashtag**hashtag#safetymanagement**
hashtag**hashtag#safetyengineer** hashtag**hashtag#safetyleadership**
hashtag**hashtag#safetyculture** hashtag**hashtag#flightsafety**
hashtag**hashtag#railsafety** hashtag**hashtag#nuclearsafety**
hashtag**hashtag#reputationalmanagement**
hashtag**hashtag#corporategovernance**
hashtag**hashtag#technicalassurance**
hashtag**hashtag#qualitymanagement** hashtag**hashtag#aviationsafety**
hashtag**hashtag#risk** hashtag**hashtag#productquality**
hashtag**hashtag#processsafety** hashtag**hashtag#designsafety**
hashtag**hashtag#VUCA** hashtag**hashtag#Complexity**
hashtag**hashtag#systemsthinking**

- Dave Snowden sent the following message at 2:00 PM



View Dave's profile
Dave Snowden (He/Him) 2:00 PM

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Odd he just accepted my invitation but I still can't see it

- Rob Jones sent the following message at 2:02 PM

View Rob’s profile
Rob Jones (Principle Consultant) 2:02 PM

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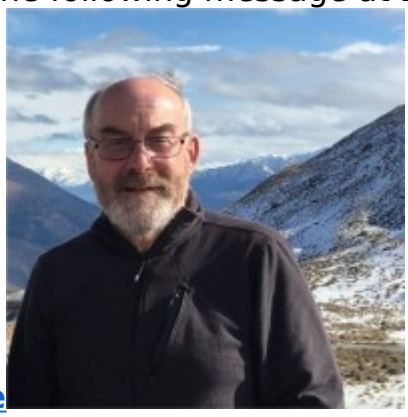
That is interesting. You mean you can’t read the text I just sent you?

- Dave Snowden sent the following message at 2:03 PM

View Dave’s profile 
Dave Snowden (He/Him) 2:03 PM

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I can read it year but I can’t see it on LinkedIn main

- Rob Jones sent the following messages at 2:03 PM

View Rob’s profile
Rob Jones (Principle Consultant) 2:03 PM

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Ah.

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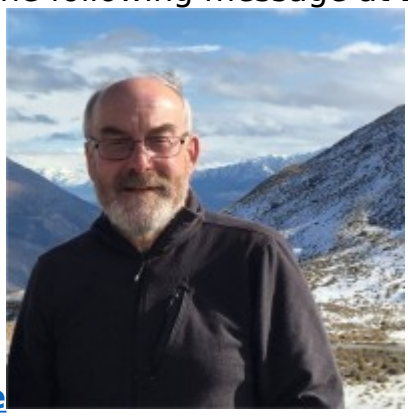
This Pomeroy?

linkedin.com/in/globalhsemanager

- Dave Snowden sent the following message at 2:05 PM



View Dave's profile
Dave Snowden (He/Him) 2:05 PM

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Yep and he accepted my invitation

- Rob Jones sent the following message at 2:06 PM

View Rob's profile
Rob Jones (Principle Consultant) 2:06 PM

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I think if you were blocked you couldn't have sent him a connection request. Something else is glitchy here.

- Dave Snowden sent the following message at 2:07 PM

View Dave's profile
Dave Snowden (He/Him) 2:07 PM

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Yep

- Rob Jones sent the following messages at 2:07 PM

View Rob's profile
Rob Jones (Principle Consultant) 2:07 PM

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https://www.linkedin.com/posts/globalhsemanager_culture-leadership-organizationalculture-activity-7276284251279437825-FD0g?utm_source=share&utm_medium=member_desktop

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James PomeroyJames Pomeroy • 1stVerified • 1stDirector I Global Health and Safety LeaderDirector I Global Health and Safety Leader1yr • 1 year ago • Visible to anyone on or off LinkedIn

As one year ends and another begins, it seems apt to consider a metaphor that prompts some deep reflection: **Drop the Tools**.

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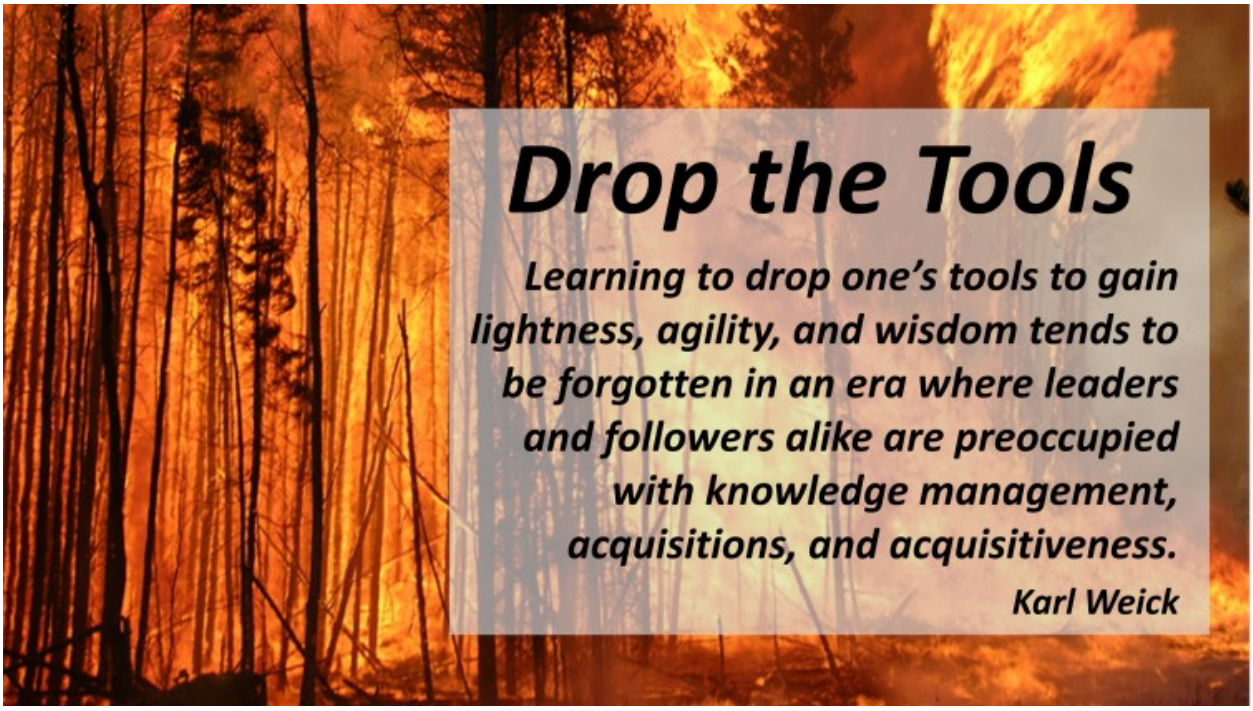
hashtag#culture **hashtag#leadership** **hashtag#organizationalculture** **hashtag#workplaceculture** **hashtag#compliance** **hashtag#legalcompliance** **hashtag#WorkplaceSafety** **hashtag#accident** **hashtag#EHS** **hashtag#healthandsaftey** **hashtag#QHES** **hashtag#riskmanagement** **hashtag#safetymanagement** **hashtag#safetyengineer** **hashtag#safetyleadership** **hashtag#safetyculture** **hashtag#flightsafety** **hashtag#railsafety** **hashtag#nuclearsafety** **hashtag#reputationalmanagement** **hashtag#corporategovernance** **hashtag#technicalassurance** **hashtag#qualitymanagement** **hashtag#aviationsafety** **hashtag#risk** **hashtag#productquality** **hashtag#processsafety** **hashtag#designsafety** **hashtag#VUCA** **hashtag#Complexity** **hashtag#systemsthinking**
…more



What Tools Will You Drop?
James Pomeroy

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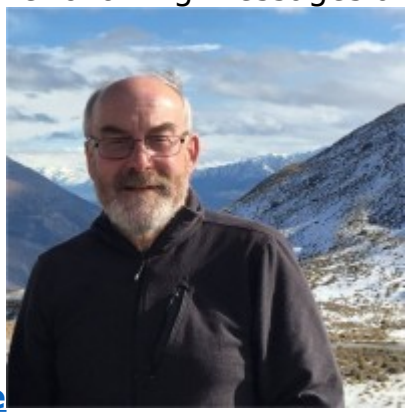
Try taht.

- Dave Snowden sent the following messages at 2:08 PM



View Dave's profile
Dave Snowden (He/Him) 2:08 PM

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Click or press enter to display in the image preview

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No access

- Rob Jones sent the following messages at 2:21 PM

View Rob's profile
Rob Jones (Principle Consultant) 2:21 PM

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Interestingly, I just got that message when attempting to get back to his post. It cleared, but yeah.

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This work?

https://www.linkedin.com/pulse/what-tools-you-drop-james-pomeroy-xatce/

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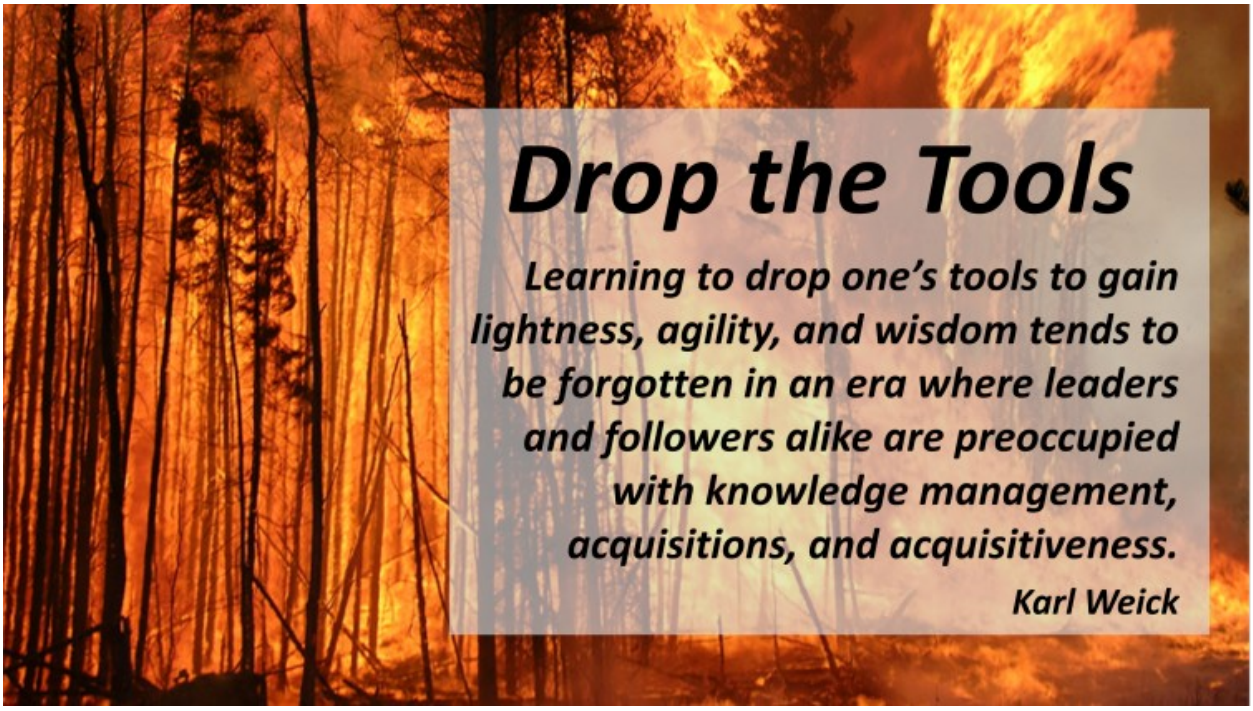
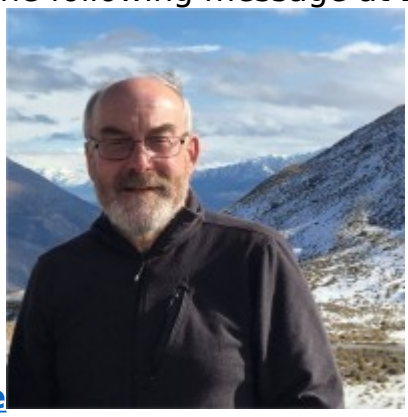


What Tools Will You Drop?
James Pomeroy

- Dave Snowden sent the following message at 2:23 PM



View Dave's profile
Dave Snowden (He/Him) 2:23 PM

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Yep

- Rob Jones sent the following messages at 2:23 PM

View Rob’s profile
Rob Jones (Principle Consultant) 2:23 PM

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Cool

- Dec 22, 2024

View Rob’s profile
Rob Jones (Principle Consultant) 10:34 AM

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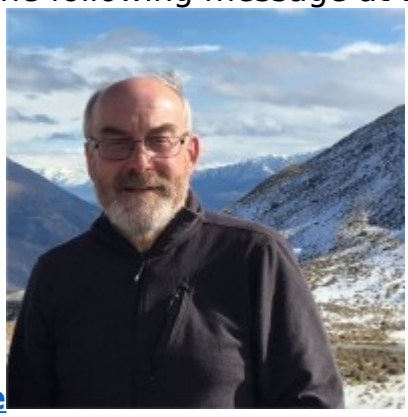
Now I’m getting the same message!for Pomeroy, but only using my IOS phone. My windows PC lets me through. That’s weird.

- Dave Snowden sent the following message at 10:36 AM



View Dave’s profile
Dave Snowden (He/Him) 10:36 AM

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Odd

- Jan 1, 2025Rob Jones sent the following messages at 9:42 PM

  View Rob’s profile
  Rob Jones (Principle Consultant) 9:42 PM
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  Quick question: About three years ago I commented on Google's Projects Aristotle/Oxygen, and suggested that folks search 'project aristotle failure'. Someone just found it, and did the search, and other searches, and couldn't find much. Looks like Google and maybe Edmondson have done a good job of scrubbing/burying serious criticisms of Proj. Aristotle.

  Have you written anything about your take on it I could send to the inquirer?

- **View Rob’s profile**
  Rob Jones (Principle Consultant) 9:49 PM
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  https://www.linkedin.com/feed/update/urn:li:ugcPost:6764481914159149056?commentUrn=urn%3Ali%3Acomment%3A%28ugcPost%3A6764481914159149056%2C6764572632462450689%29&dashCommentUrn=urn%3Ali%3Afsd_comment%3A%286764572632462450689%2Curn%3Ali%3AugcPost%3A6764481914159149056%29

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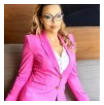

Duena BlomstromDuena Blomstrom • 1stPremium • 1stFounder, People Not Tech | Author & speaker on human-centric leadership, psychological safety & AI-era leadership | Creator of the Human Debt concept | Neurodivergent systems thinker & NeuroQueer parentFounder, People Not Tech | Author & speaker on human-centric leadership, psychological safety & AI-era leadership | Creator of the Human Debt concept | Neurodivergent systems thinker & NeuroQueer parent
View my blog
5yr • 5 years ago • Visible to anyone on or off LinkedIn

hashtag#ProjectAristotle hashtag#AristotleScore hashtag#PsychologicalSafety hashtag#clarity hashtag#structure hashtag#dependability hashtag#impact hashtag#meaning hashtag#purpose hashtag#culture hashtag#google hashtag#HumanDebt hashtag#teams hashtag#highperformanceteams hashtag#leadership
...more

Chasing Psychological SafetyChasing Psychological Safety

How to Win Like Google - The Aristotle Score
Duena Blomstrom

- Apr 7, 2025Dave Snowden sent the following messages at 1:42 AM

View Dave’s profile
Dave Snowden (He/Him) 1:42 AM
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But they are starting to self identify ,..

- **View Dave’s profile**
Dave Snowden (He/Him) 5:32 PM
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Now fully identified - I knew they couldn't resist and lack self awareness about being the target

- Rob Jones sent the following messages at 6:29 PM

View Rob's profile
Rob Jones (Principle Consultant) 6:29 PM

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LOL. Don't know Roger at all. But I've somehow managed to have stumbled across Geoff's articles in a variety of forums over what feels like a very long stretch of years, despite that I've made no effort to follow him. At least I think it's him. I remember exchanging with him early on. I think he was focused around HR issues back then. But started ignoring him not long after those few exchanges. His stuff impressed me as well-meaning, engaging, and catchy sociopolitical commentary on the surface; but it inevitably suffered insurmountable logical flaws not far below.

- **View Rob's profile**
  Rob Jones (Principle Consultant) 6:37 PM
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  Anyway, that whole discussion between you three is way over my head, but has still managed to provide some entertainment. I'm sure I'll learn something from it. (Edited)

- Apr 8, 2025Dave Snowden sent the following message at 1:36 AM

View Dave's profile
Dave Snowden (He/Him) 1:36 AM

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Geoff can be nasty; I've had two copies of DMs he sent other protagonists in a discussion, which were downright libellous. I think he is out of his depth, locked into something, and can't break out. Roger is a little Jekyll and Hyde. If I read the site correctly, the next podcast in the series will have both of them destroying Cynefin :-). I call them and a couple of others the cyber-bullyboys as they gang up very quickly

- Rob Jones sent the following message at 8:41 AM

View Rob's profile
Rob Jones (Principle Consultant) 8:41 AM

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Well, bullying is a team sport.

- Dave Snowden sent the following message at 10:26 AM

View Dave’s profile
Dave Snowden (He/Him) 10:26 AM

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- Apr 9, 2025Rob Jones sent the following message at 9:06 PM

View Rob’s profile
Rob Jones (Principle Consultant) 9:06 PM

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If they start picking on you, let me know. 😂 I’ll join your posse

- Dave Snowden sent the following messages at 10:44 PM

View Dave’s profile
Dave Snowden (He/Him) 10:44 PM

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- Jul 10, 2025

View Dave’s profile
Dave Snowden (He/Him) 10:05 PM

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Were you just being wicked with those two suggestions?

- Rob Jones sent the following messages at 10:32 PM

View Rob’s profile
Rob Jones (Principle Consultant) 10:32 PM

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Why, Dave! Me? Wicked? I can’t imagine why you’d think that. Maybe Alan Nesbitt, or Andrew Constable as alternatives? Now, if I had said Paidi O’Reilly, then I’d understand.

Actually, I am working on formalizing an approach in the strategy realm germane to my practice. So I’ve been paying more attention to what the LinkedIn denizens are doing out here. That’s how I caught your post.